REGISTRAR OF COMPANIES COMPANY NO: 04419680 IN ENGLAND AND WALES

# THE PROCLAMATION TRUST

# **ANNUAL REPORT AND FINANCIAL STATEMENTS** FOR THE YEAR ENDED 31 DECEMBER 2011

Company Limited by Guarantee and not having a Share Capital No 4419680 (England and Wales)

Registered Charity No 1094952

**NORMAN COX & ASHBY** 

Chartered Accountants and Statutory Auditor Grosvenor Lodge 72 Grosvenor Road Tunbridge Wells Kent TN1 2AZ



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# LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2011

TRUSTEES Mr A C Green

Rev R M Cunningham Rev Prebendary R C Lucas

Mr R F Hames Rev M R Neville Rev E P Bickerseth Rev V E Roberts Rev J L Samuel Rev W T Taylor

SECRETARY Mr R J Green FCA

PRINCIPAL AND REGISTERED OFFICE Willcox House

140-148 Borough High Street

Southwark London SE1 1LB

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COMPANY REISTRATION NUMBER 4419680 in England and Wales

CHARITY REGISTRATION NUMBER 1094952

AUDITORS Norman Cox & Ashby

Chartered Accountants and Statutory Auditor

72 Grosvenor Road Tunbridge Wells Kent TN1 2AZ

BANKERS CAF Bank Ltd

25 Kings Hill Avenue West Malling Kent ME19 4JQ

INVESTMENT MANAGER Mr A C Green

Global Asset Management

12 St James's Place London SW1A 1NX

# REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 DECEMBER 2011

The trustees, who are also the directors for the purposes of the Companies Act, present their report and the financial statements for the year ended 31 December 2011

### **ORGANISATION**

The company is a charitable company limited by guarantee, incorporated on 18 April 2002 and registered by the Charity Commission on 6 December 2002. It commenced to operate on 1 January 2003.

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. Under those Articles, the trustees are elected at the Annual General Meeting to serve a period of three years, subject to ratification at each AGM. The trustees meet on a regular basis and appoint new trustees following consultation amongst themselves. The previous trust was an unincorporated charity, registered number 293976, which transferred all its assets and liabilities to the company on 1 January 2003 at their balance sheet value.

The Articles of Association state that there must be not more than ten trustees. New trustees receive internal training as to their responsibilities.

The trustees have authorised three senior executives, none of whom are trustees, to supervise the day to day running of the company. The executives are the Director of Cornhill Training, the Director of Ministry and the Director of Finance and Administration. They report to the trustees at their meetings. Decisions are made by the trustees at regular meetings by a simple majority.

# **OBJECTS AND ACTIVITIES**

In setting the objectives and planning activities the trustees have given careful consideration to the Charity Commission's general guidance on public benefit

The principal object of the company is the advancement of the Christian Gospel and in particular to preach and teach the Gospel of Jesus Christ as set forth in Scripture. This is achieved through

- (a) conferences at which increased numbers are attending and
- (b) the Cornhill Training Course from which more people are being placed in full time Christian work

# STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law and Charity Law require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of its financial activities for that period. In preparing these financial statements the trustees are required to

- select suitable accounting policies and then apply them consistently
- make judgments and estimates that are reasonable and prudent
- state whether the policies adopted are in accordance with the Charities SORP and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are responsible for safeguarding the assets of the company and hence for taking responsible steps for the prevention and detection of fraud and other irregularities.

## REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 DECEMBER 2011 (CONTINUED)

### **INVESTMENT POWERS**

The trustees have the power to invest funds as set out in the Trustees Investment Act 1961, as modified by the Trustees Act 2001. The investment manager continues to be Mr A C Green, a trustee. The policy adopted is to hold quoted investments to provide income and some capital growth. The trustees consider the return of both income and value to be satisfactory.

Investment property, when let, is at current commercial rent

### **REVIEW OF THE YEAR**

The total income derived from gifts under gift aid, including income tax refunds, and general donations amounted to £334,633. Income from investments, deposits and bank interest totalled £14,493. Conference fees at £153,711 reflected the level of activity during the year. Rent and service charges received from residential properties was £Nil and £128,658 from Willcox House. The total income from the Cornhill Training Course was £196,140. Total income from all sources amounted to £829,089 and total expenditure was £730,784.

At the year-end the unrealised loss on investments over cost was £50,361, and there were no sales of fixed assets in the year

One half of Willcox House is held as an investment fixed asset and the trustees have included this proportion at market value. At the year end the unrealized gain over cost was £1,156,012. The other half of Willcox House is used for the purposes of the company's charitable activities and is shown in tangible fixed assets at cost less depreciation.

The trustees of the company acknowledge with gratitude the employees and those providing funds to the trust, without whose support the present strength of the company would not have been achieved

The trustees believe that the company is successfully achieving its objectives and future plans involve building on the success of the past

### **CONFERENCE PROGRAMME 2012**

The Evangelical Ministry Assembly was once again the largest conference of the year with nearly 900 people attending St Helen's Church in Bishopsgate, London for the three days. There were three ministers conferences and two ministers' wives conferences held during the year together with a lay preachers weekend, practical preaching seminars and a summer school.

# **CORNHILL TRAINING COURSE FOR ACADEMIC YEAR 2011-2012**

86 students were registered during this academic year, comprising

Full-time 6 (all men)

Part-time 80 (64 men, 16 women)

Included were 9 Overseas Bursary Students, 5 on full bursaries and 4 fees only

In addition, 8 associates were registered for a Friday morning only course

# **REPORT OF THE TRUSTEES**

FOR THE YEAR ENDED 31 DECEMBER 2011 (CONTINUED)

## **GRANT MAKING POLICY**

The trust offers a small number of grants to overseas students to attend the Cornhill Training Course These grants are offered at the discretion of Cornhill Training and the trustees

# **RESERVES POLICY**

A significant proportion of the unrestricted fund reserves represent the gift of the freehold property and unrealised gains on investments. The charity retains the balance of reserves to fund future bursaries to Cornhill students and to meet the company's running costs, in total covering expenditure for a period in excess of six months. The free reserves are approximately £700,000 which is considered adequate to meet this requirement. Restricted funds are retained according to the instructions of donors of the funds.

### **RISK MANAGEMENT**

The trustees have continued their review to identify and examine the major risks faced by the company and are committed to ensuring that systems are in place to manage and mitigate those risks

## DISCLOSURE OF INFORMATION TO THE AUDITORS

The trustees who held office at the date of approval of the trustees' report confirm that, so far as they are each aware, there is no relevant audit information of which the charitable company's auditor is unaware, and each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware and the auditor aware of any relevant audit information and to establish that the auditor is aware of that information needed in connection with preparing the independent auditor's report

## **AUDITOR**

In accordance with Section 485 of the Companies Act 2006 the re-appointment of Messrs Norman Cox & Ashby will be proposed at the Annual General Meeting

This report has been prepared in accordance with the special provisions relating to small companies within Part 16 of the Companies Act 2006

Approved by the Trustees on 26 September 2012 and signed on their behalf by

A GREEN, Trustee

# REPORT OF THE INDEPENDENT AUDITOR TO THE TRUSTEES OF THE PROCLAMATION TRUST

We have audited the financial statements of The Proclamation Trust for the year ended 31 December 2011 which comprise the Statement of Financial Activities (which is also the Income and Expenditure Account), the Balance Sheet and the related notes 1 to 17. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and in accordance with regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed

### RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITOR

As explained more fully in the Statement of Trustees' Responsibilities set out on page 2, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act

Our responsibility is to audit and express an opinion on the financial statement in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

## SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the trustees, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Trustees' to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

# **OPINION ON FINANCIAL STATEMENTS**

In our opinion the financial statements

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2011, and of its
  incoming resources and application of resources, including its income and expenditure, for the year then ended,
- · have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006

### MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion,

- the information given in the trustees' Annual Report is inconsistent in any material respect with the financial statements, or
- the charitable company has not kept adequate accounting records, or
- · the financial statements are not in agreement with the accounting records and returns, or
- we have not received all the information and explanations we require for our audit

NICHOLAS GOWER-SMITH, FCA, Senior Statutory Auditor

For and on behalf of NORMAN COX & ASHBY Chartered Accountants and Statutory Auditor Grosvenor Lodge, 72 Grosvenor Road Tunbridge Wells, Kent TN1 2AZ

Nicholas Come Texto

26 September 2012

Norman Cox & Ashby is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

# STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2011

INCOME AND EXPENDITURE ACCOUNT	Notes	Unrestricted Funds £	Restricted Funds £	Total 2011 £	Total 2010 £
INCOMING RESOURCES Donations - Charity		308,748	25,885	334,633	270,751
Activities for Generating Funds Investment Income	2	1,454	-	1,454	16,164
Income from Investment Properties Income from Listed Investments		128,658 3,313	-	128,658 3,313	168,913 4,981
Interest on Cash Investments - Charity Activities in furtherance of the Charity's Object		11,180	-	11,180	4,766
Course Fees Conference Fees		196,140 153,711	-	196,140 153,711	180,175 156,815
TOTAL INCOMING RESOURCES		803,204	25,885	829,089	802,565
RESOURCES EXPENDED Costs of Generating Funds			<del></del>		
Investment Managements Costs Charitable activities		29,061	-	29,061	34,206
Grants Payable Conferences and Training	5	- 441,339	53,439 -	53,439 441,339	22,877 404,793
PT Media Governance Costs	4	53,477 8,773	-	53,477 8,773	60,363 12,436
Other Resources Expended		144,695	-	144,695	192,790
TOTAL RESOURCES EXPENDED		677,345	53,439	730,784	727,465 ———
NET INCOMING RESOURCES		125,859	(27,554)	98,305	75,100
Unrealised (Losses)/Gains on Investment Ass	sets	(77,248)	-	(77,248)	19,898
NET MOVEMENT IN FUNDS		48,611	(27,554)	21,057	94,998
Funds Brought Forward at 1 January 2011		4,492,018	153,317	4,645,335	4,550,337
TOTAL FUNDS CARRIED FORWARD					
AT 31 DECEMBER 2011		£4,540,629	£125,763	£4,666,392	£4,645,335
				<del></del>	<del></del>

Company Registration No: 04419680

# BALANCE SHEET AT 31 DECEMBER 2011

	Notes		2011 £	£	2010 £ £
FIXED ASSETS					
Tangible Fixed Assets Investments	7 8		1,677,789 2,165,642		1,710,888 2,242,890
			3,843,431		3,953,778
CURRENT ASSETS					
Debtors Cash at Bank and in Hand	9 10	22,202 889,324		32,740 732,300	
CREDITORS		911,526		765,040	
Amounts falling due within one year	11	88,565		73,483	
NET CURRENT ASSETS			822,961		691,557
NET ASSETS			£4,666,392		£4,645,335
Financed by					
UNRESTRICTED FUNDS	12				
Revaluation Fund General Fund	8	1,105,651 <u>3,434,978</u>	4,540,629	1,183,871 <u>3,308,147</u>	4 402 019
RESTRICTED FUNDS	13		125,763		4,492,018 153,317
TOTAL FUNDS			£4,666,392		£4,645,335

These financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008)

These financial statements were approved by the Trustees on 26 September 2012 and signed on their behalf by

A C GREEN, Trustee

R C LUCAS, Trustee

Whan Chacas.

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2011

### 1 ACCOUNTING POLICIES

(a) Basis of Accounting

The financial statements are prepared under the historical cost convention except for investments that have been included at re-valued amounts and in accordance with applicable accounting standards and the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2005) and the Financial Reporting Standard for Smaller Entities (effective April 2008) and prepared in accordance with Companies Act 2006

(b) Incoming Resources

Income is accounted for on an accruals basis, apart from interest receivable, which is credited when received. Legacies and tax recoverable on gift aid and investment income is accounted for when receivable.

(c) Resources Expended

Expenditure is recognised on an accruals basis. Grants payable are recognised in the year to which they relate. Support costs are incurred directly in support of expenditure in furtherance of the company's objectives. Governance costs relate to the administration of the Company.

(d) Allocation of Support Costs

Property costs are allocated on a pro-rata basis. All the other support costs are allocated to functions including office running expenses to other resources expended.

(e) Tangible Fixed Assets and Depreciation

The functional part of freehold land and buildings are shown at cost Depreciation is provided at a rate of 2% per annum on cost

Depreciation is provided on other tangible fixed assets over their estimated useful working life as follows

Furniture and Equipment

33 3% per annum on cost

Motor Vehicle

25% per annum on cost

(f) Investments

Investments are stated at market value. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year

The investment part of freehold land and buildings has been included at market value. Depreciation is

not provided on the investment part of freehold land and buildings

Although this accounting policy is in accordance with Financial Reporting Standard for Smaller Entities (effective April 2008), it is a departure from the general requirement of the Companies Act 2006 for all tangible assets to be depreciated. In the opinion of the trustees compliance with the standard is necessary for the financial statements to give a true and fair view. Depreciation is only one of many factors reflected in the annual valuation and the amount of this which might otherwise have been charged cannot be separately identified or quantified.

(g) Income Funds

Unrestricted Funds are expendable at the discretion of the trustees in the furtherance of the objects of the company. Restricted funds are funds subject to specific trusts within the objects of the company.

(h) Operating Leases

Rentals paid under operating leases are charged to income on a straight-line basis over the lease term

(i) Pension Scheme

The Company operates a defined contribution scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charged represents both contributions payable by the company to the fund and also contributions into individuals' own pension schemes.

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2011 (CONTINUED)

(j) Deferred income Income received in advance of a course or conference is deferred in the balance sheet. Income is recognised in the income and expenditure account at the start of the course or conference.

(k) Grant making policy
Grants are made to students to attend training courses in order for it to meet its objectives. Grants are made at the discretion of the trustees and Cornhill Training.

2	ACTIVITIES FOR GENERATING FUNDS	11 4 -1-4	D44-4	<b>T</b> -4-1	Total
		Unrestricted	Restricted	Total 2011	Total 2010
		Funds	Funds	2011 £	2010 £
		£	£	E.	£
	Net Sales - Charity	1,454	-	1,454	16,164
		1,454		1,454	16,164
3	SUPPORT COSTS				
	Staff Salaries	266,372	**	266,372	250,105
	Other Staff Costs	39,311	=	39,311	37,517
	Office Expenses	236,666	-	236,666	259,081
	Property Costs	92,602	-	92,602	106,248
	Depreciation	33,621	-	33,621	39,201
		668,572		668,572	692,152
	Allocated to				
	Investment Management Costs	29,061	_	29,061	34,206
	Conferences and Training	441,339	_	441,339	404,793
	PT Media	53,477	-	53,477	60,363
	Other Resources Expended	144,695	-	144,695	192,790
		668,572		668,572	692,152
			<del></del>		
4	GOVERNANCE COSTS				
	Audit Fees	3,082	-	3,082	6,970
	Other Professional Fees	2,147	-	2,147	1,764
	Legal Expenses	-	-	-	0.500
	Bank Charges_	2,862	-	2,862	2,596
	Stockbrokers Fees	682		682	1,106
		8,773	<del></del>	8,773	12,436
			<del></del>		

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2011 (CONTINUED)

# 5 GRANTS PAYABLE Paid to Individuals Bursaries 53,439 2010 £ £ £ 53,439 22,877

# 6 TAXATION

The company is registered with the Charity Commissioners as a charity and is exempt from taxation in accordance with current legislation

7	TANGIBL	.E FIXED	<b>ASSETS</b>
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	Freehold Land and Buildings £	Leasehold Land and Buildings £		Total £
COST At 1 January 2011 Additions in the year Disposals in the year	1,388,808 - -	528,355 - -	133,389 522 -	2,050,552 522
At 31 December 2011	1,388,808	528,355	133,911	2,051,074
DEPRECIATION At 1 January 2011 Charges for the year Disposals in the year	191,800 25,306	17,908 4,477	129,956 3,838 -	339,664 33,621
At 31 December 2011	217,106	22,385	133,794	373,285
NET BOOK VALUE 31 December 2011	£1,171,702	£505,970	£117	£1,677,789
31 December 2010	£1,197,008	£510,447	£3,433	£1,710,888

Included in freehold land and buildings is Willcox House which cost £1,680,084. In 2007, J.C. Millest FRICS, Senior Surveyor at the firm of Chesterton, assessed its market value in at £4.0 million. One half is used as a functional company asset included in tangible fixed assets at cost and one half as an investment property, included in fixed asset investments at valuation. Depreciation has been provided on the one half included in tangible fixed assets.

The remaining properties costing £1,081,059 at 31 December 2011 are estimated by the trustees to have a market value of £1 15 million

# **NOTES TO THE FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 DECEMBER 2011 (CONTINUED)

### 8 **FIXED ASSET INVESTMENTS**

	Freehold Land and Buildings in the United		
	Kıngdom £	Quoted £	Total £
Market Value			
At 1 January 2011 Unrealised Loss in the year	2,000,000	242,890 (77,248)	<b>2,242,890</b> (77,248)
At 31 December 2011	02.000.000		
At 31 December 2011	£2,000,000	£165,642	£2,165,642
Represented by		2011	2010
Represented by		2011 £	2010 £
Investment Assets held by the charity's broker in the L	Inited Kingdom	45.040	40.000
UK Equities International Equities		15,248 14,278	16,802 16,527
Japanese Equities		<u>136,116</u>	<u>209,561</u>
		£165,642	£242,890
The original cost and unrealised gains on this property	and the quoted share	es are	<del></del>
	Original	Unrealised	
	Cost £	Gains £	Value £
Freehold Land and Buildings	843,988	1,156,012	
Quoted Investments	<u>216,003</u>	<u>(50,361)</u>	
	£1,059,991	£1,105,651	£2,165,642

9

The unrealised gains represent the Revaluation Fund
The freehold land and property has a market value of £4 0 million and one half is included as an investment property at valuation, together with the additions to the investment property in 2003. The trustees consider that no revision to the valuation is necessary.

	2011	2010
DEBTORS	£	£
Other Debtors Prepayments	13,414 8,788	23,420 9,320
	£ 22,202	£ 32,740
	<del></del>	
CASH AT BANK AND IN HAND		
Bank Current Account	21,123	51,544
Deposit with CBF Church of England Fund	135,769	134,822
Deposit with CAF Bank	731,379	294,048
Deposit with Santander Bank	-	250,000
Cash with Stockbrokers	711	1,393
Petty Cash	342	493
	£ 889,324	£ 732,300

# **NOTES TO THE FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 DECEMBER 2010 (Continued)

£	2011 £		2010 £ £
	16,747 51,718		18,720 48,680
6,083 20,100 (6,083)		28,48 6,08 (28,48	33
\	20,100	\ <u></u>	6,083
			£73,483
	=		====
Ur	restricted Funds £	Restricted Funds £	Total £
	4,492,018 48,611	153,317 (27,554)	4,645,335 21,057
£	4,540,629	£125,763	£4,666,392
:	2,165,642 765,663 (68,465)	145,863 (20,100) £125,763	1,677,789 2,165,642 911,526 (88,565) £4,666,392
	6,083 20,100 ( <u>6,083)</u> Ur	16,747 51,718 6,083 20,100 (6,083) 20,100 	£ £ 16,747 51,718  6,083 20,100 (6,083)  20,100  20,100  £88,565  £88,565  4,492,018 48,611 27,554)  £4,540,629 £125,763  1,677,789 2,165,642 765,663 (68,465) (20,100)

Sufficient resources are held in an appropriate form to enable each fund to be applied in accordance with any restrictions

# 13 RESTRICTED FUNDS

	1 January 2011 £	Incoming Resources £	Transfers £	Outgoing 3 Resources £	1 December 2011 £
Cornhill Training Course - Bursary	£153,317	£25,885	£-	£53,439	£125,763

The Cornhill Training Course Bursary Fund grants bursaries to students from home and overseas

# NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2011 (Continued)

## 14 RELATED PARTY TRANSACTIONS

Mr A C Green, a trustee, was involved in the following transactions

(a) Mr R J Green, his brother, received remuneration of £47,424 as the Company Secretary/Finance Director In addition contributions of £11,625 were paid into a personal pension fund

(b) A large proportion of the investment portfolio is held with Global Asset Management of which Mr A C Green is a consultant. The market value of these investments at 31 December 2011 was £165,642 Mr A C Green is also the Investment Manager of The Proclamation Trust

# 15 TRANSACTIONS WITH TRUSTEES

No remuneration was paid to the trustees During the year six trustees were reimbursed £1,430 for travelling expenses incurred in connection with the business of the Charity

The charity paid for Trustees Liability Insurance on behalf of the trustees as part of its combined insurance policy

## 16 STAFF EMOLUMENTS

	2011	2010
	£	£
Gross Salaries	235,283	220,787
Employer's National Insurance	22,174	20,544
Pension Contributions	8,915	8,775
	£266,372	£250,106
	<u> </u>	=
Average number of full time equivalent employees		
Conferences	2	2
Training Courses	4	4
Support	3	4
	<del></del>	

No employees received empluments above £60,000

# 17 PROVISIONS FOR COMMITMENTS

**Operating Leases** 

The company is committed to making the following annual payments for rent of its properties

Expiring - Within one year	-	10,800
Between two and five years	22,200	22,200
Over five years	200	200
	£ 22,400	£33,200

These are not included in the Balance Sheet as a liability